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ABSTRACT

The tables in this document provide information about the professional salaries for the Maryland public schools in 1998-99. The following tables are included: (1) "Salaries for Selected Twelve-Month Administrative Positions"; (2) "Salary Range for Ten-Month Teachers"; (3) "Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and SPC" (standard professional certificate); (4) "Salary Schedules for Maryland Public School Teachers with a Master's Degree"; (5) "Salaries for Twelve-Month Principals"; (4) "Salaries for Vice/Assistant Principals"; and (7) "Salaries for Supervisors." Salary information is arranged by local unit, usually county or city. (SLD)

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ED 429 115

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# Professional Salary Schedules
# Maryland Public Schools
# 1998-99

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# Professional Salary Schedules
# Maryland Public Schools
# 1998-99

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Table 1

1998-99 Salaries for Selected Twelve-Month Administrative Positions in Maryland Public Schools

| | Actual or Highest (Two or More Incumbents) | | | | |
|---|---|---|---|---|---|
| Local Unit | Superintendent* | Deputy Superintendent | Chief Financial Officer/Chief Academic Officer | Associate Superintendent | Assistant, Area Superintendent/ Area Executive Officer |
| Allegany | $101,642 | - | - | - | $75,000 |
| Anne Arundel | 115,000 | - | - | 99,583 | 92,243 |
| Baltimore City | 185,000 | - | 117,000 | - | 93,000 |
| Baltimore | 128,750 | 108,150 | 100,940 | 96,820 | 91,155 |
| Calvert | 106,000 | 94,000 | | - | - |
| Caroline | 96,146 | - | - | - | 81,908 |
| Carroll | 110,000 | - | - | - | 90,397 |
| Cecil | 95,000 | - | - | 84,240 | 81,120 |
| Charles | 110,000 | - | - | 94,731 | 89,193 |
| Dorchester | 98,000 | - | - | - | 78,000 |
| Frederick | 105,000 | - | - | 87,500 | 79,000 |
| Garrett | 82,010 | - | - | - | 68,700 |
| Harford | 97,964 (Interim) | - | - | - | 73,484 |
| Howard | 134,246 | - | - | 107,202 | - |
| Kent | 92,485 | - | - | - | 80,744 |
| Montgomery | 155,066 | - | - | 109,091 | - |
| Prince George's | 130,000 | 108,610 | - | 96,131 | - |
| Queen Anne's | 98,242 | - | - | - | 79,733 |
| St. Mary's | 95,000 | - | - | - | 86,445 |
| Somerset | 86,546 | - | - | - | 63,183 |
| Talbot | 94,992 | - | - | - | 82,800 |
| Washington | 105,000 | - | - | - | 90,000 |
| Wicomico | 106,500 | - | - | - | 83,527 |
| Worcester | 90,317 | - | - | - | 83,958 |

*Salaries are determined through negotiations with the local boards of education. These salaries have been reviewed and signed off by the LEA.

Table 1 (continued)

1998-99 Maximum Salaries for Twelve-Month Professional Positions in Maryland Public Schools

| | Director | | | | Pupil Personnel Worker* | | | | School Psychologist* | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Local Unit | Master's | Master's +30 | Master's +60 | Doc-torate | Master's | Master's +30 | Master's +60 | Doc-torate | Master's | Master's +30 | Master's +60 | Doc-torate |
| Allegany | $76,023 | $77,333 | $78,363 | $80,285 | $52,012 | $53,322 | $54,352 | $56,274 | $52,012 | $53,322 | $54,352 | $56,274 |
| Anne Arundel | 85,218 | 85,218 | 85,218 | 85,218 | 73,196 | 73,196 | 73,196 | 73,196 | 73,196 | 73,196 | 73,196 | 73,196 |
| Baltimore City | 82,702 | 82,702 | 82,702 | 82,702 | N/A | N/A | N/A | N/A | 52,366 | 55,452 | 55,452 | 57,220 |
| Baltimore | 79,037 | 79,037 | 79,037 | 80,037 | 63,653 | 63,653 | 63,653 | 64,653 | 59,587 | 63,230 | 64,282 | 65,192 |
| Calvert | 87,500 | 87,500 | 87,500 | 87,500 | 77,056 | 81,038 | 83,922 | 86,294 | N/A | 77,922 | 80,694 | 82,975 |
| Caroline | 75,980 | 76,730 | 76,730 | 77,480 | 50,583 | 51,419 | 51,419 | 52,359 | 50,583 | 51,419 | 51,419 | 52,359 |
| Carroll | 83,893 | 86,188 | 87,427 | 88,666 | 68,106 | 70,401 | 71,640 | 72,879 | 68,106 | 70,401 | 71,640 | 72,879 |
| Cecil | 78,000 | 78,000 | 78,000 | 78,000 | 58,498 | 61,098 | 61,798 | 62,498 | 58,498 | 61,098 | 61,798 | 62,498 |
| Charles | 74,124 | 74,624 | 74,624 | 75,983 | 57,597 | 61,357 | 61,357 | 63,857 | 52,361 | 53,849 | 53,849 | 56,349 |
| Dorchester | 72,467 | 72,467 | 72,467 | 72,467 | 48,154 | 50,817 | 50,817 | 51,714 | - | - | - | - |
| Frederick | 80,500 | 80,500 | 80,500 | 81,500 | 62,854 | 62,854 | 62,854 | 63,854 | 62,854 | 62,854 | 62,854 | 63,854 |
| Garrett | 67,467 | 68,217 | 68,967 | 69,717 | 51,774 | 52,524 | 53,274 | 54,024 | 48,552 | 49,302 | 50,052 | 50,802 |
| Harford | 66,207 | 71,532 | 71,532 | 72,132 | 60,915 | 66,240 | 66,240 | 66,840 | 47,788 | 52,226 | 52,226 | 52,726 |
| Howard | 104,900 | 104,900 | 104,900 | 104,900 | 65,355 | 65,355 | 65,355 | 65,355 | 65,355 | 65,355 | 65,355 | 65,355 |
| Kent | - | - | - | - | 61,966 | 64,512 | 65,818 | 66,325 | 65,696 | 66,296 | 66,896 | 67,496 |
| Montgomery | 99,956 | 99,956 | 99,956 | 99,956 | 74,417 | 77,109 | 78,390 | 78,390 | 74,417 | 77,109 | 78,390 | 78,390 |
| Prince George's | 84,325 | 84,325 | 84,325 | 84,325 | 65,613 | 65,269 | 66,597 | 67,037 | 62,613 | 65,269 | 66,597 | 67,037 |
| Queen Anne's | - | - | - | - | 52,565 | 53,165 | 53,465 | 54,065 | 54,940 | 55,540 | 55,840 | 56,440 |
| St. Mary's | 84,702 | 86,202 | 86,702 | 87,202 | 50,569 | 53,936 | 56,554 | 56,554 | 50,569 | 53,936 | 56,554 | 56,554 |
| Somerset | 62,517 | 62,517 | 62,517 | 64,597 | 61,850 | 61,850 | 61,850 | 63,930 | 59,954 | 59,954 | 59,954 | 61,861 |
| Talbot | 70,062 | 70,062 | 70,062 | 71,562 | 56,760 | 57,310 | 58,300 | 60,060 | 61,920 | 62,520 | 63,600 | 65,520 |
| Washington | 76,030 | 76,030 | 76,030 | 76,030 | 64,991 | 64,991 | 64,991 | 64,991 | 62,492 | 62,492 | 62,492 | 62,492 |
| Wicomico | 78,380 | 78,380 | 78,380 | 78,380 | 51,848 | 53,845 | 54,345 | 54,845 | 51,845 | 53,845 | 54,345 | 54,845 |
| Worcester | - | - | - | - | - | - | - | - | 50,247 | 52,001 | 52,001 | 53,758 |

*Contract may be less than 12 months

Table 1 (continued)

1998-99 Maximum Salaries for Twelve-Month Professional Positions in Maryland Public Schools

| | Supervisor | | | | Instructional Coordinator | | | |
|---|---|---|---|---|---|---|---|---|
| Local Unit | Master's | Master's +30 | Master's +60* | Doc-torate | Master's | Master's +30 | Master's +60* | Doc-torate |
| Allegany | $63,990 | $65,300 | $66,330 | $68,252 | - | - | - | - |
| Anne Arundel | - | - | - | - | 79,230 | 79,230 | 79,230 | 79,230 |
| Baltimore City | 78,179 | 78,179 | 78,179 | 78,179 | 73,912 | 73,912 | 73,912 | 73,912 |
| Baltimore | 69,489 | 69,489 | 69,489 | 70,489 | 72,671 | 72,671 | 72,671 | 73,671 |
| Calvert | 75,500 | 75,500 | 75,500 | 75,500 | 69,500 | 69,500 | 69,500 | 69,500 |
| Caroline | 66,620 | 67,370 | 67,370 | 68,120 | 55,180 | 55,930 | 55,930 | 56,680 |
| Carroll | 74,931 | 77,226 | 78,465 | 79,704 | 68,106 | 70,401 | 71,640 | 72,879 |
| Cecil | - | - | - | - | 67,254 | 69,854 | 70,554 | 71,254 |
| Charles | 67,281 | 70,062 | 70,062 | 72,562 | 67,281 | 71,202 | 71,202 | 73,702 |
| Dorchester | 70,868 | 70,868 | 70,868 | 70,868 | 63,941 | 63,941 | 63,941 | 63,941 |
| Frederick | 68,405 | 68,405 | 68,405 | 69,405 | 62,854 | 62,854 | 62,854 | 62,854 |
| Garrett | 65,816 | 66,566 | 67,316 | 68,066 | 51,774 | 52,524 | 53,274 | 54,024 |
| Harford | 63,992 | 69,317 | - | 69,917 | - | - | - | - |
| Howard | 75,998 | 75,998 | 75,998 | 75,998 | 88,400 | 88,400 | 88,400 | 88,400 |
| Kent | 70,945 | 71,545 | 72,145 | 72,745 | 62,020 | 62,620 | 63,220 | 63,820 |
| Montgomery | 88,439 | 88,439 | 88,439 | 88,439 | 88,439 | 88,439 | 88,439 | 88,439 |
| Prince George's | 73,766 | 73,766 | 73,766 | 74,766 | 71,451 | 71,451 | 71,451 | 72,451 |
| Queen Anne's | 69,072 | 69,672 | 69,972 | 70,572 | 61,718 | 62,318 | 62,618 | 64,018 |
| St Mary's | 67,503 | 69,003 | 69,503 | 70,003 | 57,025 | 58,525 | 59,025 | 59,225 |
| Somerset | 60,048 | 60,048 | 60,048 | 62,128 | 58,081 | 58,081 | 58,081 | 60,161 |
| Talbot | 58,463 | 59,029 | 60,049 | 61,862 | 68,912 | 68,912 | 68,912 | 70,412 |
| Washington | 70,295 | 70,295 | 70,295 | 70,295 | 67,591 | 67,591 | 67,591 | 67,591 |
| Wicomico | 64,655 | 66,655 | 67,155 | 67,655 | 58,250 | 60,250 | 60,750 | 61,250 |
| Worcester | 69,984 | 72,469 | 72,469 | 74,956 | 63,152 | 65,384 | 65,384 | 67,619 |

*Master's + 45 in Queen Anne's and St Mary's

Table 1 (continued)

1998-99 Salary Schedules for Twelve-Month Professional Positions in Maryland Public Schools

| | Principal | | | | Assistant/Vice Principal* | | | |
|---|---|---|---|---|---|---|---|---|
| Local Unit | Master's | Master's +30 | Master's +60@ | Doc-torate | Master's | Master's +30 | Master's +60@ | Doc-torate |
| Allegany | $72,233 | $73,543 | $74,573 | $76,495 | $55,242 | $56,552 | $57,582 | $59,504 |
| Anne Arundel | 85,760 | 85,760 | 85,760 | 85,760 | 74,660 | 74,660 | 74,660 | 74,660 |
| Baltimore City | 87,498 | 87,498 | 87,498 | 87,498 | 68,573 | 68,573 | 68,573 | 68,573 |
| Baltimore | 79,007 | 79,007 | 79,007 | 80,007 | 68,427 | 68,427 | 68,427 | 69,427 |
| Calvert | 85,500 | 85,500 | 85,500 | 85,500 | 72,500 | 72,500 | 72,500 | 72,500 |
| Caroline | 69,740 | 70,490 | 70,490 | 71,240 | 59,340 | 60,090 | 60,090 | 60,840 |
| Carroll | 79,488 | 81,783 | 83,022 | 84,261 | 70,377 | 72,672 | 73,911 | 75,150 |
| Cecil | 71,007 | 73,607 | 74,307 | 75,007 | 62,251 | 64,851 | 65,551 | 66,251 |
| Charles | 86,668 | 87,168 | 87,168 | 89,668 | 62,720 | 63,220 | 63,220 | 65,720 |
| Dorchester | 72,467 | 72,467 | 72,467 | 72,467 | 69,270 | 69,270 | 69,270 | 69,270 |
| Frederick | 77,854 | 77,854 | 77,854 | 78,854 | 68,405 | 68,405 | 68,405 | 69,405 |
| Garrett | 67,467 | 68,217 | 68,967 | 69,717 | 51,774 | 52,524 | 53,274 | 54,024 |
| Harford | 68,176 | 73,501 | 73,501 | 74,101 | 57,371 | 62,276 | 62,276 | 62,829 |
| Howard | 83,173 | 83,173 | 83,173 | 83,173 | 75,933 | 75,933 | 75,933 | 75,933 |
| Kent | 74,172 | 74,772 | 75,372 | 75,972 | 65,696 | 66,296 | 66,896 | 67,496 |
| Montgomery | 99,956 | 99,956 | 99,956 | 99,956 | 83,798 | 83,798 | 83,798 | 83,798 |
| Prince George's | 85,200 | 85,200 | 85,200 | 86,200 | 72,491 | 72,491 | 72,491 | 73,491 |
| Queen Anne's | 74,533 | 75,133 | 75,432 | 76,033 | 63,752 | 64,352 | 64,652 | 65,252 |
| St. Mary's | 80,014 | 81,514 | 82,014 | 82,514 | 67,503 | 69,003 | 69,503 | 70,003 |
| Somerset | 60,325 | 60,325 | 60,325 | 62,405 | 51,120 | 51,120 | 51,120 | 52,690 |
| Talbot | 70,350 | 70,350 | 70,350 | 71,850 | 67,761 | 67,761 | 67,761 | 69,261 |
| Washington | 76,030 | 76,030 | 76,030 | 76,030 | 67,591 | 67,591 | 67,591 | 67,591 |
| Wicomico | 71,280 | 73,280 | 73,780 | 74,280 | 59,250 | 61,250 | 61,750 | 62,250 |
| Worcester | 73,970 | 76,601 | 76,601 | 79,237 | 65,430 | 67,745 | 67,745 | 70,065 |

* Vice principals are 11-month positions in Allegany, Charles, Garrett and 10.5 months in Somerset

@Master's + 45 in Queen Anne's and St. Mary's

Table 2

1998-99 Minimum and Maximum Salaries for Ten-Month Teachers in Maryland Public Schools

| Local Unit | Minimum-Bachelor's Degree Step 1* | Maximum | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | Bachelor's With Standard Professional Certificate (SPC) | Advanced Professional Certificate (APC)@ | Master's@ | Master's +APC@ | Master's +30 | Master's +60^ | Doctorate |
| Allegany | $25,174 | $41,225 | $44,547 | $44,547 | $44,547 | $45,857 | $46,887 | $48,809 |
| Anne Arundel | 27,083 | 40,244 | 53,320 | 53,320 | 54,385 | 56,582 | 56,582 | 60,046 |
| Baltimore City | 27,355 | 47,131 | - | 50,866 | 50,866 | 53,952 | 53,952 | 55,720 |
| Baltimore | 28,750 | 36,013 | 50,929 | 50,929 | 50,929 | 54,043 | 54,942 | 55,720 |
| Calvert | 28,000 | 44,515 | 59,274 | 59,274 | 59,274 | 62,337 | # | # |
| Caroline | 28,271 | 46,841 | 49,192 | 50,583 | 50,583 | 51,419 | - | 52,359 |
| Carroll † | 27,352 | 42,398 | 54,688 | 54,688 | 54,688 | 56,994 | 58,135 | 58,135 |
| Cecil | 28,113 | 47,763 | 49,163 | 49,163 | 49,663 | 50,363 | 51,063 | 51,263 |
| Charles | 28,258 | 37,210 | 53,350 | 54,475 | 54,475 | 54,975 | 54,975 | 57,475 |
| Dorchester | 27,675 | 30,841 | 47,068 | 48,154 | 48,154 | 50,817 | 50,817 | 51,714 |
| Frederick | 27,560 | 39,955 | 51,854 | 51,854 | 51,854 | 54,385 | 54,385 | 55,385 |
| Garrett | 24,519 | 30,871 | 42,757 | 43,757 | 43,757 | 44,507 | 45,257 | 46,007 |
| Harford | 27,947 | 34,555 | 43,010 | 47,788 | 47,788 | 52,226 | 52,226 | 52,726 |
| Howard | 27,668 | 40,672 | 56,294 | 57,420 | 57,420 | 58,546 | 58,546 | 59,672 |
| Kent | 26,707 | 35,577 | 50,685 | 50,685 | 52,123 | 52,879 | 53,660 | 54,439 |
| Montgomery | 30,891 | 41,594 | 41,594 | 62,014 | 62,014 | 64,257 | 65,325 | 65,325 |
| Prince George's | 28,752 | 50,309 | 50,309 | 56,260 | 56,260 | 58,746 | 59,990 | 60,390 |
| Queen Anne's | 28,000 | 32,493 | 51,767 | 52,565 | 52,565 | 53,165 | 53,465 | 54,065 |
| St. Mary's | 29,277 | 41,289 | 50,569 | 50,569 | 51,602 | 53,936 | 56,554 | 56,554 |
| Somerset | 25,877 | 32,950 | 44,225 | 45,413 | 45,413 | 45,413 | 45,413 | 47,147 |
| Talbot | 27,500 | 31,700 | 48,400 | 51,600 | 51,600 | 52,100 | 53,000 | 54,600 |
| Washington | 27,000 | 41,136 | 47,470 | 47,470 | 47,470 | 48,643 | 49,012 | 49,257 |
| Wicomico | 27,130 | 43,520 | 47,750 | 49,260 | 49,260 | 50,690 | 50,690 | 51,820 |
| Worcester | 27,654 | 37,442 | 48,493 | 50,247 | 50,247 | 52,001 | 52,001 | 53,758 |

*Based on Standard Professional Certificate
@Scales may apply to Masters equivalent
^Master's + 45 in Queen Anne's and St. Mary's
# Not available to new employees
† New employee scale with 196 duty days

Table 3

1998-99 Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate

| Step | Allegany | Anne Arundel | Baltimore City | Baltimore | Calvert | Caroline | Carroll | Cecil | Charles | Dorchester | Frederick | Garrett |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | $ 25,174 | $ 27,083 | $ 27,355 | $ 28,750 | $ 28,000 | $ 28,271 | $ 27,352 | $ 28,113 | $ 28,258 | $ 27,675 | $ 27,560 | $ 24,519 |
| 2 | 25,949 | 28,177 | 27,671 | 28,963 | 33,283 | 28,271 | 28,073 | 28,213 | 28,258 | 27,675 | 27,664 | 25,225 |
| 3 | 27,001 | 29,316 | 28,418 | 29,705 | 33,692 | 28,529 | 28,308 | 28,513 | 29,247 | 27,880 | 27,838 | 25,930 |
| 4 | 28,089 | 30,500 | 29,329 | 30,696 | 34,430 | 29,282 | 29,589 | 29,063 | 30,271 | 27,880 | 29,103 | 26,636 |
| 5 | 29,213 | 31,732 | 29,979 | 31,255 | 36,339 | 30,284 | 30,870 | 29,863 | 31,330 | 28,085 | 30,368 | 27,342 |
| 6 | 30,342 | 33,014 | 30,965 | 32,338 | 37,791 | 31,289 | 32,152 | 30,888 | 32,427 | 28,290 | 31,634 | 28,047 |
| 7 | 31,448 | 34,348 | 31,961 | 33,421 | 39,338 | 32,293 | 33,432 | 31,913 | 33,562 | 28,654 | 32,899 | 28,754 |
| 8 | 32,520 | 35,736 | 32,966 | 34,505 | 40,836 | 33,296 | 34,713 | 33,013 | 34,736 | 29,470 | 34,164 | 29,459 |
| 9 | 33,606 | 37,179 | 33,968 | 35,566 | 42,292 | 34,333 | 35,994 | 34,138 | 35,952 | 30,156 | 35,430 | 30,164 |
| 10 | 34,769 | 38,681 | 34,595 | 36,013 | 44,515 | 35,389 | 37,273 | 35,288 | 37,210 | 30,841 | 36,695 | 30,871 |
| 11 | 35,764 | 40,244 | 34,954 | | | 36,444 | 38,555 | 36,438 | | | 37,961 | |
| 12 | 36,965 | | 35,474 | | | 37,495 | 39,835 | 37,588 | | | 39,226 | |
| 13 | 38,070 | | | | | 38,550 | 41,117 | 38,763 | | | 39,955 | |
| 14 | 39,177 | | | | | 40,810 | 42,398 | 39,963 | | | | |
| 15 | | | 44,516 | | | 42,594 | | 41,213 | | | | |
| 16 | | | 44,788 | | | | | 42,463 | | | | |
| 17 | | | 45,059 | | | | | 43,763 | | | | |
| 18 | | | 45,332 | | | | | | | | | |
| 19 | | | 45,602 | | | | | 45,263 | | | | |
| 20 | | | 45,876 | | | 44,023 | | | | | | |
| 21 | 40,201 | | 46,127 | | | | | | | | | |
| 22 | | | 46,378 | | | | | | | | | |
| 23 | | | 46,628 | | | | | | | | | |
| 24 | | | 46,880 | | | | | 47,763 | | | | |
| 25 | | | 47,131 | | | 45,432 | | | | | | |
| 26 | 41,225 | | | | | | | | | | | |
| 27 | | | | | | | | | | | | |
| 28 | | | | | | | | | | | | |
| 29 | | | | | | | | | | | | |
| 30 | | | | | | 46,841 | | | | | | |
| 35 | | | | | | | | | | | | |

Table 3 (Continued)

1998-99 Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and Standard Professional Certificate

| Step | Harford | Howard | Kent | Mont-gomery | Prince George's | Queen Anne's | St. Mary's | Somerset | Talbot | Washington | Wicomico | Worcester |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| $ 1 | $ 27,947 | $ 27,668 | $ 26,707 | $ 30,891 | $ 28,752 | $ 28,000 | $ 29,277 | $ 25,877 | $ 27,500 | $ 27,000 | $ 27,130 | $ 27,654 |
| 2 | 28,192 | 28,147 | 26,707 | 31,217 | 28,961 | 28,347 | 29,455 | 26,440 | 27,500 | 27,500 | 27,330 | 28,274 |
| 3 | 28,561 | 28,710 | 28,451 | 31,543 | 29,169 | 29,290 | 29,779 | 27,002 | 28,100 | 28,000 | 28,030 | 28,845 |
| 4 | 28,927 | 30,539 | 29,186 | 31,869 | 29,410 | 29,747 | 30,102 | 27,789 | 28,700 | 28,500 | 28,700 | 29,493 |
| 5 | 29,295 | 31,806 | 30,292 | 33,493 | 30,169 | 30,205 | 30,767 | 28,577 | 29,200 | 29,000 | 29,400 | 30,086 |
| 6 | 29,921 | 33,073 | 31,220 | 35,114 | 31,603 | 30,663 | 32,027 | 29,365 | 29,700 | 29,500 | 30,110 | 30,836 |
| 7 | 31,080 | 34,339 | 32,344 | 36,734 | 33,038 | 31,120 | 33,284 | 30,265 | 30,200 | 30,000 | 30,900 | 31,533 |
| 8 | 32,239 | 35,606 | 33,465 | 38,359 | 34,474 | 31,578 | 34,539 | 30,939 | 30,700 | 30,717 | 31,700 | 32,487 |
| 9 | 33,398 | 36,873 | 34,008 | 39,974 | 35,908 | 32,036 | 35,736 | 31,727 | 31,200 | 31,656 | 32,510 | 33,566 |
| 10 | 34,555 | 38,139 | 35,577 | 41,594 | 37,344 | 32,493 | 37,137 | 32,950 | 31,700 | 32,595 | 33,570 | 34,642 |
| 11 | | 39,406 | | | 38,780 | | | | | 33,535 | 34,190 | |
| 12 | | 40,672 | | | 40,213 | | | | | 34,474 | 35,460 | |
| 13 | | | | | 41,648 | | | | | 35,413 | 36,720 | |
| 14 | | | | | | | | | | | 38,560 | |
| 15 | | | | | 43,083 | | | | | | | |
| 16 | | | | | 43,561 | | | | | | | |
| 17 | | | | | 44,039 | | | | | | | |
| 18 | | | | | 44,518 | | 38,252 | | | | | |
| 19 | | | | | 44,997 | | | | | 36,353 | 40,060 | |
| 20 | | | | | 45,475 | | 39,017 | 34,408 | | 37,292 | | 35,342 |
| 21 | | | | | 46,192 | | | 35,420 | | 38,232 | | |
| 22 | | | | | | | | 36,607 | | 38,958 | | |
| 23 | | | | | | | | | | 39,684 | 41,790 | |
| 24 | | | | | | | 39,797 | | | 40,410 | | |
| 25 | | | | | 50,309 | | | | | 41,136 | | 36,042 |
| 26 | | | | | | | | | | | | |
| 27 | | | | | | | 40,478 | | | | | |
| 28 | | | | | | | | | | | 43,520 | |
| 29 | | | | | | | | | | | | |
| 30 | | | | | | | 41,289 | | | | | 36,742 |
| 35 | | | | | | | | | | | | 37,442 |

Table 4

1998-99 Salary Schedules for Maryland Public School Teachers with a Master's Degree

| Step | Allegany* | Anne Arundel | Baltimore City | Baltimore | Calvert | Caroline | Carroll | Cecil | Charles | Dorchester* | Frederick | Garrett |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | $ 26,043 | $ 28,741 | $ 28,862 | $ 30,342 | $ 28,700 | $ 30,284 | $ 28,566 | $ 30,013 | $ 30,780 | $ 27,675 | $ 29,640 | - |
| 2 | 26,818 | 29,902 | 29,187 | 30,554 | 34,015 | 30,284 | 29,846 | 30,113 | 30,780 | 27,675 | 30,160 | - |
| 3 | 27,870 | 31,110 | 30,017 | 31,403 | 36,339 | 31,289 | 31,127 | 30,413 | 31,781 | 27,880 | 30,368 | - |
| 4 | 30,580 | 32,367 | 31,161 | 32,742 | 37,791 | 32,293 | 32,408 | 30,963 | 32,814 | 30,999 | 31,634 | 29,881 |
| 5 | 31,761 | 33,674 | 31,953 | 33,501 | 39,338 | 33,296 | 33,687 | 31,763 | 33,880 | 32,005 | 32,899 | 30,587 |
| 6 | 32,960 | 35,035 | 33,152 | 34,897 | 40,836 | 34,333 | 34,969 | 32,788 | 34,981 | 32,868 | 34,164 | 31,293 |
| 7 | 34,176 | 36,450 | 34,361 | 36,294 | 42,292 | 35,389 | 36,251 | 33,813 | 36,118 | 33,731 | 35,430 | 31,999 |
| 8 | 35,375 | 37,923 | 35,749 | 37,690 | 43,838 | 36,444 | 37,530 | 34,913 | 37,292 | 34,900 | 36,695 | 32,704 |
| 9 | 36,574 | 39,455 | 36,809 | 39,085 | 45,435 | 37,495 | 38,811 | 36,038 | 38,504 | 35,768 | 37,961 | 33,409 |
| 10 | 37,794 | 41,049 | 38,051 | 40,484 | 47,563 | 38,550 | 40,092 | 37,188 | 39,755 | 36,635 | 39,226 | 35,174 |
| 11 | 38,919 | 42,707 | 39,302 | 41,880 | 49,112 | 39,603 | 41,373 | 38,338 | 41,047 | 37,825 | 40,491 | 35,881 |
| 12 | 40,117 | 44,433 | 40,910 | 43,275 | 50,663 | 40,657 | 42,652 | 39,488 | 42,381 | 38,696 | 41,757 | 36,587 |
| 13 | 41,337 | | | 44,672 | 52,113 | 41,708 | 43,934 | 40,663 | 43,759 | 39,567 | 43,022 | 37,293 |
| 14 | 42,499 | | | 45,335 | 53,612 | 44,347 | 45,216 | 41,863 | 45,181 | 41,470 | 44,287 | 37,997 |
| 15 | | 46,655 | 46,729 | | | 46,319 | 46,496 | 43,113 | 46,649 | 42,471 | 45,553 | 38,703 |
| 16 | | | 47,036 | 45,999 | | | | 44,363 | | 42,999 | 46,183 | 40,228 |
| 17 | | | 47,342 | | | | | 45,663 | | 43,526 | 46,813 | |
| 18 | | | 47,649 | | | | 48,544 | | 48,168 | 44,344 | 47,443 | |
| 19 | | | 47,955 | 47,232 | | | | 47,163 | | | 48,073 | |
| 20 | | 48,876 | 48,265 | | 56,263 | 47,740 | | | | 45,162 | 48,703 | 41,994 |
| 21 | 43,523 | | 48,551 | | | | 50,592 | | 49,490 | | 49,333 | |
| 22 | | | 48,837 | 48,464 | | | | | | 46,647 | 49,964 | |
| 23 | | | 49,123 | | | | | | | | 50,594 | |
| 24 | | | 49,409 | | | | 52,640 | 49,663 | 51,099 | 47,401 | 51,224 | |
| 25 | | 51,098 | 49,702 | 49,696 | 57,844 | 49,162 | | | | | 51,854 | 43,757 |
| 26 | 44,547 | | | | | | | | | | | |
| 27 | | | | | | | 54,688 | | 52,760 | 48,154 | | |
| 28 | | 53,320 | 50,866 | 50,929 | | | | | | | | |
| 29 | | | | | | | | | | | | |
| 30 | | | | | 59,274 | 50,583 | | | 54,475 | | | |
| 35 | | | | | | | | | | | | |

* Advanced Professional Certificate is required for placement on this scale

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without APC.

Table 4 (Continued)

1998-99 Salary Schedules for Maryland Public School Teachers with a Master's Degree

| Step | Harford | Howard | Kent | Mont-gomery | Prince George's | Queen Anne's* | St. Mary's | Somerset* | Talbot | Washington | Wicomico* | Worcester |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | $ 29,174 | $ 28,597 | $ 29,128 | $ 33,950 | $ 33,323 | - | $ 30,092 | $ 28,015 | $ 30,700 | $ 28,000 | $ 30,480 | $ 31,008 |
| 2 | 29,419 | 29,273 | 29,128 | 34,242 | 33,531 | - | 30,267 | 28,578 | 30,700 | 28,500 | 30,680 | 31,671 |
| 3 | 29,787 | 29,836 | 30,310 | 34,532 | 33,739 | - | 30,588 | 29,140 | 31,700 | 29,000 | 30,970 | 32,276 |
| 4 | 30,454 | 32,932 | 30,969 | 36,425 | 33,866 | 31,463 | 31,100 | 29,927 | 32,500 | 29,500 | 31,670 | 32,693 |
| 5 | 31,755 | 34,621 | 32,092 | 38,312 | 34,436 | 32,378 | 32,448 | 30,715 | 33,400 | 30,000 | 32,350 | 33,288 |
| 6 | 33,060 | 36,028 | 33,235 | 40,208 | 35,872 | 33,293 | 33,704 | 31,502 | 34,300 | 30,500 | 33,050 | 34,036 |
| 7 | 34,364 | 37,436 | 34,358 | 42,092 | 37,308 | 34,208 | 34,962 | 32,403 | 35,100 | 31,414 | 33,730 | 34,736 |
| 8 | 35,664 | 38,843 | 35,521 | 43,980 | 38,740 | 35,124 | 36,215 | 33,078 | 35,900 | 32,353 | 34,560 | 35,688 |
| 9 | 36,970 | 40,250 | 36,565 | 45,877 | 40,176 | 36,039 | 37,477 | 33,865 | 36,700 | 33,293 | 33,570 | 36,767 |
| 10 | 38,272 | 41,658 | 37,902 | 47,767 | 41,611 | 36,412 | 38,813 | 35,109 | 37,500 | 34,232 | 37,130 | 37,842 |
| 11 | 40,879 | 43,065 | 39,065 | 49,656 | 43,046 | 38,785 | 40,493 | 35,904 | 38,500 | 35,171 | 38,260 | 39,049 |
| 12 | 42,181 | 44,472 | 40,266 | 51,543 | 44,482 | 40,158 | 41,665 | 36,700 | 39,600 | 36,111 | 39,540 | 40,379 |
| 13 | 43,482 | 45,880 | 41,543 | 53,440 | 45,916 | 41,989 | 42,676 | 38,361 | 40,600 | 37,050 | 40,930 | 41,708 |
| 14 | 44,788 | 47,287 | 42,576 | 55,328 | 47,350 | 44,277 | 44,016 | 39,288 | 41,900 | 37,989 | 43,760 | 44,021 |
| 15 | | 50,102 | 45,377 | 56,424 | 48,786 | 46,565 | 45,357 | 40,301 | 43,400 | 38,929 | | 46,335 |
| 16 | | | 46,739 | 57,885 | 49,265 | | | | 44,900 | 39,868 | | 47,447 |
| 17 | | | | 59,345 | 49,742 | 48,065 | | | 45,100 | 40,808 | | |
| 18 | | 52,916 | | 60,806 | 50,222 | | 46,718 | | 45,300 | 41,747 | | |
| 19 | | | | 62,014 | 50,698 | | | | 45,500 | 42,686 | 45,380 | |
| 20 | 45,788 | | | | 51,178 | | 47,652 | 43,121 | 45,800 | 43,626 | | 48,147 |
| 21 | | 55,168 | 48,375 | | 51,896 | 49,565 | | 44,164 | 46,000 | 44,565 | | |
| 22 | | | | | | | | 45,413 | 46,200 | 45,291 | | |
| 23 | | | | | | | | | 46,400 | 46,017 | 47,410 | |
| 24 | | | | | | 51,065 | 48,606 | | 46,700 | 46,743 | | |
| 25 | 46,788 | 57,420 | 49,935 | | 56,260 | | | | 46,900 | 47,470 | | 48,847 |
| 26 | | | | | | | | | 47,100 | | | |
| 27 | | | | | | 52,565 | 49,577 | | 47,400 | | | |
| 28 | | | 50,685 | | | | | | 51,600 | | 49,260 | |
| 29 | | | | | | | | | | | | |
| 30 | 47,778 | | | | | | 50,569 | | | | | 49,547 |
| 35 | | | | | | | | | | | | 50,247 |

*Advanced Professional Certificate is required for placement on this scale

NOTE: LEAs vary in rewarding advanced certification and/or preparation; interim schedules may exist for combinations of Master's or Master's Equivalent with or without APC

Table 5

Basis of 1998-99 Salaries for Twelve-Month Principals in Maryland Public School Systems

| Local Unit | Salary | | Salary Determinants |
|---|---|---|---|
| | Minimum | Maximum | |
| Allegany | $42,684 | $76,495 | School size, level of preparation, and years of experience |
| Anne Arundel | 54,163 | 85,760 | School size and years of experience |
| Baltimore City | 54,515 | 87,498 | Salary schedule based on responsibility |
| Baltimore | 69,458 | 80,007 | School size, years of experience, and possession of Doctorate |
| Calvert | 73,500 | 85,500 | Years of experience |
| Caroline | 62,400 | 71,240 | School type, school size, and level of preparation |
| Carroll | 44,992 | 84,261 | School size, level of preparation, and years of experience |
| Cecil | 51,702 | 75,007 | School size, level of preparation, and years of experience |
| Charles | 55,228 | 89,668 | Level of preparation and years of experience |
| Dorchester | 56,584 | 72,467 | School type and years of experience |
| Frederick | 45,573 | 78,854 | Years of experience and possession of Doctorate |
| Garrett | 51,072 | 69,717 | School size, level of preparation, and years of experience |
| Harford | 43,364 | 74,101 | School type, level of preparation, and years of experience |
| Howard | 56,950 | 83,173 | School type, level of preparation, and years of experience |
| Kent | 58,425 | 75,972 | School size, level of preparation, and years of experience |
| Montgomery | 69,812 | 99,956 | School type and years of experience |
| Prince George's | 60,191 | 86,200 | School type, years of experience, and possession of Doctorate |
| Queen Anne's | 58,769 | 76,033 | School size, level of preparation, and years of experience |
| St. Mary's | 47,974 | 82,514 | School size, level of preparation, and years of experience |
| Somerset | 36,154 | 62,405 | School size, years of experience, possession of Doctorate, and contract period |
| Talbot | 53,351 | 71,850 | Staff size, years of experience, and possession of Doctorate |
| Washington | 53,357 | 76,030 | School size/level and years of experience |
| Wicomico | 55,940 | 74,280 | School size, level of preparation, and years of experience |
| Worcester | 45,138 | 79,237 | School size/level, level of preparation, and years of experience |

Table 6

Basis of 1998-99 Salaries for Twelve-Month Vice/Assistant Principals in Maryland Public School Systems

| Local Unit | Salary | | Salary Determinants |
|---|---|---|---|
| | Minimum | Maximum | |
| Allegany* | $36,660 | $59,504 | School size, level of preparation, and years of experience |
| Anne Arundel | 48,095 | 74,660 | School size and years of experience |
| Baltimore City | 50,419 | 68,573 | Salary schedule based on negotiated agreement |
| Baltimore | 62,112 | 69,427 | School size, years of experience, and possession of Doctorate |
| Calvert | 60,500 | 72,500 | Years of experience |
| Caroline | 52,000 | 60,840 | School type/size and level of preparation |
| Carroll | 42,725 | 75,150 | School type, level of preparation, and years of experience |
| Cecil | 47,949 | 66,251 | School size, level of preparation, and years of experience |
| Charles | *47,126 | 65,720 | Level of preparation and years of experience |
| Dorchester | @46,138 | 69,270 | School type and years of experience |
| Frederick | 41,836 | 69,405 | Years of experience and possession of Doctorate |
| Garrett* | 38,681 | 54,024 | Level of preparation and years of experience |
| Harford | 40,109 | 62,829 | School type, level of preparation, and years of experience |
| Howard | 54,742 | 75,933 | School type, level of preparation, and years of experience |
| Kent | 50,328 | 67,496 | Level of preparation, years of experience, and contract-months |
| Montgomery | 61,782 | 83,798 | School type and years of experience |
| Prince George's | *50,931 | 73,491 | School type, years of experience, contract months, and possession of Doctorate |
| Queen Anne's | 50,850 | 65,252 | School type, level of preparation, and years of experience |
| St. Mary's | 42,624 | 70,003 | School type, level of preparation, years of experience, and contract-months |
| Somerset^ | 31,326 | 52,690 | School size, years of experience, possession of Doctorate |
| Talbot | 32,517 | 69,261 | Years of experience |
| Washington | *47,029 | 67,591 | School type, years of experience, and contract months |
| Wicomico | 46,970 | 62,250 | School size, level of preparation, and years of experience |
| Worcester | 40,306 | 70,065 | School size/level, level of preparation, and years of experience |

*Eleven-month
@203 day personnel
^ Ten and a half months



23

Table 7

Basis of 1998-99 Salaries for Supervisors* in Maryland Public School Systems

| Local Unit | Salary | | Salary Determinants |
|---|---|---|---|
| | Minimum | Maximum | |
| Allegany | $45,449 | $68,252 | Level of preparation and years of experience |
| Anne Arundel* | 54,163 | 79,230 | Years of experience |
| Baltimore City | 57,784 | 78,179 | Salary schedule based on negotiated agreement |
| Baltimore | 67,367 | 70,489 | Years of experience and possession of Doctorate |
| Calvert | 66,500 | 75,500 | Years of experience |
| Caroline | 58,240 | 68,120 | Level of preparation and years of experience |
| Carroll | 49,556 | 79,704 | Level of preparation and years of experience |
| Cecil* | 55,454 | 71,254 | Level of preparation and years of experience |
| Charles | 52,806 | 72,562 | Level of preparation and years of experience |
| Dorchester | 57,890 | 70,868 | Years of experience |
| Frederick | 45,573 | 69,405 | Years of experience and possession of Doctorate |
| Garrett | 52,723 | 68,066 | Level of preparation and years of experience |
| Harford | 46,318 | 69,917 | Level of preparation and years of experience |
| Howard | 54,151 | 75,998 | Level of preparation and years of experience |
| Kent | 55,288 | 72,745 | Level of preparation and years of experience |
| Montgomery | 64,223 | 88,439 | Area of responsibility and years of experience |
| Prince George's | 57,876 | 74,766 | Years of experience and possession of Doctorate |
| Queen Anne's | 57,816 | 70,572 | Level of preparation and years of experience |
| St. Mary's | 47,974 | 70,003 | Level of preparation and years of experience |
| Somerset | 39,170 | 62,128 | Years of experience and possession of Doctorate |
| Talbot | 34,783 | 61,862 | Years of experience and possession of Doctorate |
| Washington | 55,491 | 70,295 | Years of experience |
| Wicomico | 57,645 | 67,655 | Level of preparation and years of experience |
| Worcester | 47,136 | 74,956 | Level of preparation and years of experience |

*Equivalent position in Anne Arundel and Cecil is Coordinator

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